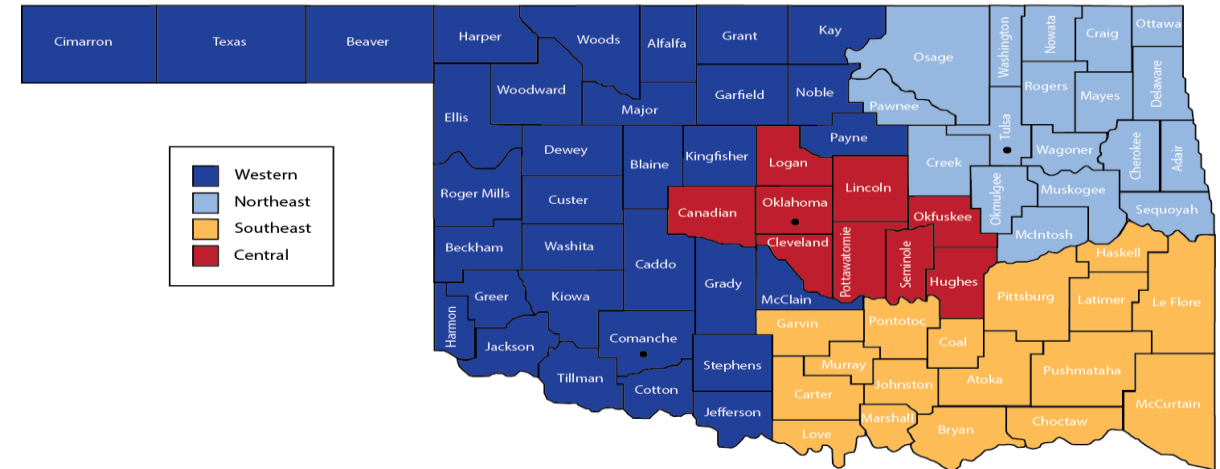# LOCAL PLAN PRESENTATION
GCWED APRIL 28, 2017

Oklahoma Four Planning Regions

❖ 17 County Region
❖ 407,000 Population
❖ 5.5% Ave Unemployment Rate

Legend:
- Western
- Northeast
- Southeast
- Central

Eco-Systems & Complementary Identified & projected growth by 2020

➢ Transportation and Distribution – projected to grow 12.2%
➢ Energy – projected to grow 9.3%
➢ Information and Financial Services – projected to grow 6.3%
➢ Agriculture and BioSciences – projected to grow 3.2%
➢ Aerospace and Defense – projected to grow 1.5%

➢ Construction – projected to grow 9.4% by 2020
➢ Healthcare – projected to grow 7%
➢ Manufacturing – projected to grow 7%

High Priority Occupations

- Bookkeeping, Accounting, and Auditing Clerks
- Elementary School Teachers
- Farmers, Ranchers and Agricultural Managers
- Heavy and Tractor-Trailer Truck Drivers
- Industrial Machinery Mechanics
- Industrial Truck and Tractor Operators
- Licensed Practical and Licensed Vocational Nurses
- Mobile Heavy Equipment Mechanics
- Nursing Aides, Orderlies and Attendants
- Registered Nurses
- Sales Representatives, Wholesale and Manufacturing
- Welders, Cutters, Solderers, and Brazers

Complementary Occupations

- Medical and Clinical Laboratory Technicians
- Medical and Health Services Managers
- Medical Secretaries
- Nurse Practitioners
- Occupational Therapists
- Physical Therapists
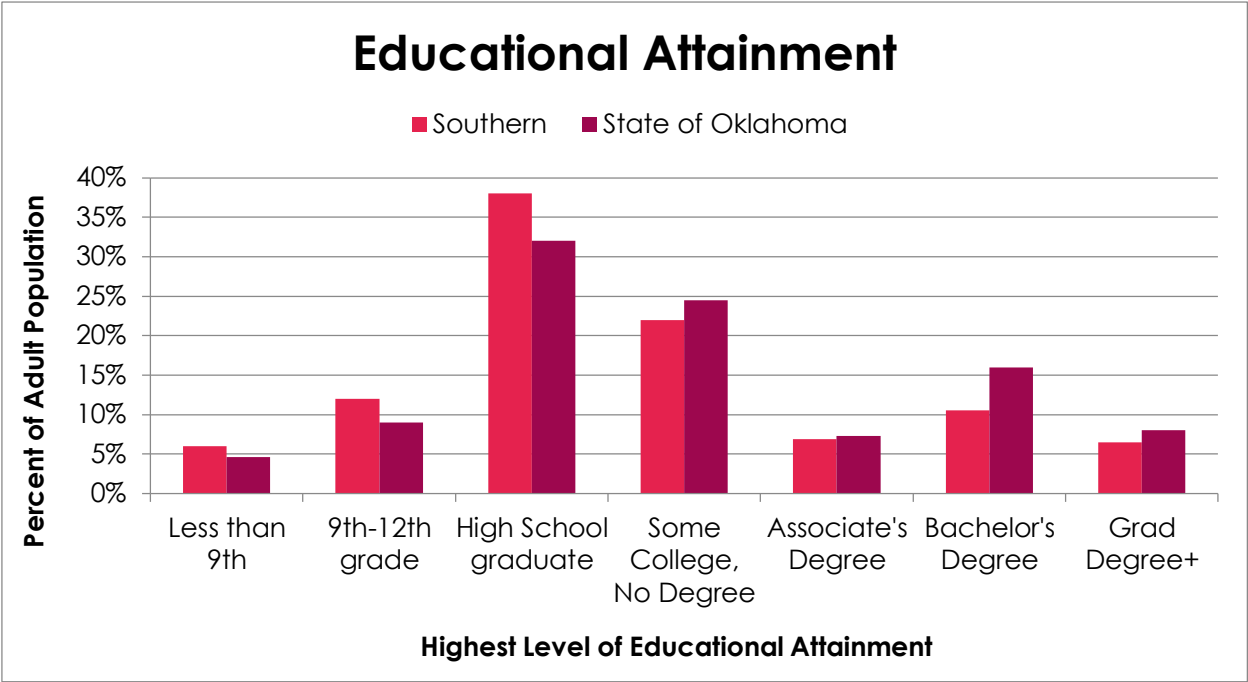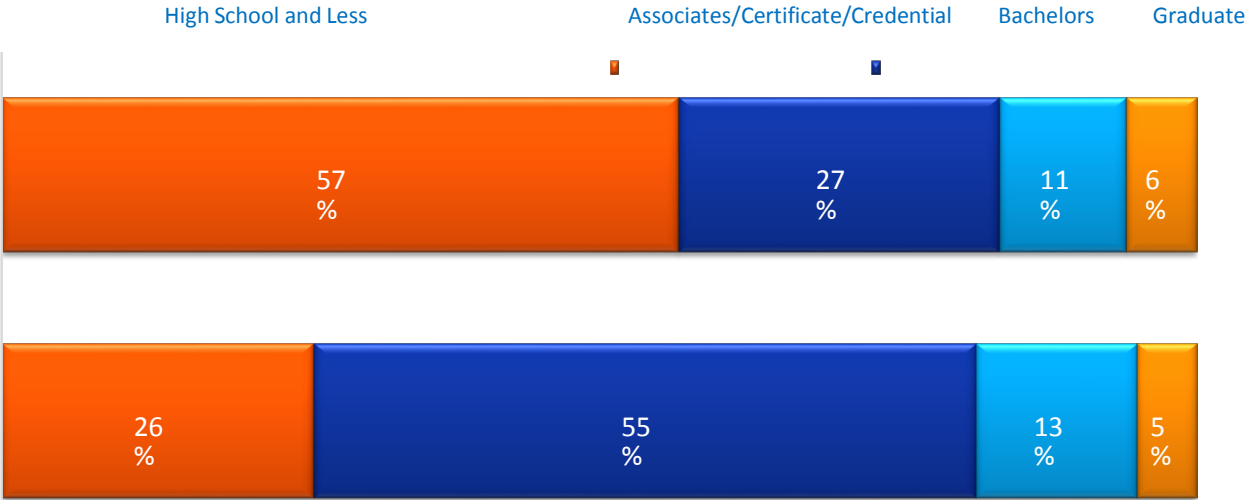- Radiologic Technologists and Technicians

Emerging Occupations

- Heavy and Tractor-Trailers-Trailer Truck Drivers
- Firefighters
- EMTs
- First-Line Supervisors of Production and Operating Workers
- Medical Assistants
- Phlebotomists
- Computer User Support Specialist
- Heating Air Conditioning, and Refrigeration Mechanics and Installers
- Dental Assistants

Region Lags Behind State Averages In Some College, Associates and biggest gap in Bachelors 4.8%

❖ Goal to increase number of individuals with credentials
❖ Increase soft/pre-employment/life skills.

Educational Attainment

■ Southern ■ State of Oklahoma

Percent of Adult Population (y-axis: 0% to 40%)

Highest Level of Educational Attainment (x-axis: Less than 9th, 9th-12th grade, High School graduate, Some College, No Degree, Associate's Degree, Bachelor's Degree, Grad Degree+)

Southern Oklahoma Educational Gap for Jobs by 2025

High School and Less | Associates/Certificate/Credential | Bachelors | Graduate

Row 1: 57% | 27% | 11% | 6%
Row 2: 26% | 55% | 13% | 5%

2. A Lack of Soft Skills

When asked, a healthy majority of employers identify soft skills as their biggest need. In our most recent partner planning meeting, partners also identify soft skills as the biggest issue facing job seekers and employers in the Southern Region.
Soft skills are work readiness skills needed in any occupation - critical thinking, teamwork, customer service, ability to take direction and correction, proper grooming and attire, good communication, and so on. Southern has done a lot of work to identify needed soft skills and explore methods of teaching and reinforcing them. Continuing our work in this area will remain a priority.

Southern's Workforce System

- WIOA Title I Adult, Dislocated Worker, and Youth Programs
- WIOA Title II Adult Education and Literacy Programs
- WIOA Title III Wagner-Peyser Programs
- WIOA Title IV Vocational Rehabilitation Services
- Human Services Programs (TANF, Food Stamps)
- Career Tech
- Community Colleges & Universities
- Choctaw Nation
- Chickasaw Nation
- Manufacturing Alliance
- Community Action Agencies
- Senior Community Service Employment Program

❖ Identified Center Locations (Over 100)
❖ Mapped both Job Seeker and Business Services
❖ Identified Service Gaps
❖ Created Process Map for Job Seekers
❖ Identified Wrap Around Services
❖ Identified how to Coordinate/Align Services
- Share Data
  - Assessments
  - IEPs
  - Services for non duplication
- Maintain a Robust Referral System
- Crosstrain staff
- Share Cost of eligible individuals
- Create resource manual

Strengths	Weaknesses	Opportunities	Threats
•Leadership •Holding regular meetings •All parties realize there is a need to integrate •The multiple career techs in our region •Collaboration that has been achieved •Broader partnerships •Tribal resources from Choctaw Nation and Chickasaw Nation •Soft skills awareness •Working together	•Reduction in State budgets •Lack of willingness to change among some partners •Lack of resources and/or knowledge of those resources among some partners due to change in personnel, etc. •Still lack all the right stakeholders engaged, especially K-12 - need to get superintendents engaged •Stigma with Career Tech •K-12 is not Career or Career Readiness focused •Must do more to work on job seekers' soft skills •Capacity of system to close gap between employer needs and worker skill levels •Transportation in the region - lack of infrastructure and kids don't get license due to motivation or costs (Uber?) •Public education vs. charter schools	•Re-align services for maximum impact •Opportunity to duplicate the partnerships that Pryor, OK has in their industrial park with educational entities and industry - could give the region the opportunity to bring more manufacturing to the table through the sector strategy initiative •Non-traditional collaborations with new partners •Building the pipeline •Able Tech is partnering and providing training on accessibility (both physical and technological) •Expand on "Partners in Education" - a business/K-12 initiative •Deregulation under new administration could grow jobs •Immigration reform could increase wages	•Lack of funding/reductions from new administration •Reduced school funding and charters could lead to bigger classrooms, less educated students •Resistance to alignment •Broadband IT and technical issues - outdated or not available (rural) •Transportation not available, especially in the rural areas •Variety of unique cultural values throughout the region (made up of large, very small rural, and lot of poverty areas) •Higher Learning Commission requirements impeding articulation agreements and college credit for training •Immigration reform could reduce workforce and split families/put more families at risk

4 Key Workforce Issues to Address

1. **Lack of skills** (soft/life and hard skills)
2. **Available workforce** (ex-offenders, drug/alcohol abuse, disabilities)
3. **Support system needed** (transportation, housing, child care)
4. **Turnover**

Employer Issues

- Lack of hard skills
- Society/families not encouraging skills/education
- Getting fewer qualified applicants, needing to interview more to hire
- Workforce system not always flexible enough to be timely
- Turnover - mismatched expectations, cultural problem
- Training center capacity
- Lack of (affordable) housing can make it hard to lure employees to the area
- Engineering programs are limited, needed locally
- The available workforce (drug-free workforce, ex-offenders, veterans, older workers)
- Budget constraints - no money for new employee training, employers need someone work ready immediately
- Inconsistent contact information - can't reach applicants and employees

Job Seeker Issues

- Lack of skills (technical, job related)
- Mismatch of UI rates throughout area
- Relocation issues - no housing stock
- Lack of soft/life skills
- Unrealistic expectations for work
- High number of Ex-offenders facing barriers and stereotypes (closed work release sites)
- Support system needed (transportation, housing, child care)
- Individuals with disabilities (discrimination, lack of employers, not enough advocates)
- Age 16-19 year olds not working
- Pay/benefits need to improve (students don't return, lured by cities, higher pay, millenial expectations)
- People sometimes have to overcome assumptions and stereotypes
- Confusion/misperceptions around disincentives to work if receiving benefits (TANF has a 3-month earned income disregard, freezes your SNAP benefits, lets you keep Medicaid for 1 year, and keeps child care co-pay at $0)
- Not understanding how online image impacts your career

SECTOR STRATEGIES

Activities
- Coordination and Partnership with KENs
- Participation in Oklahoma Southeast and events
- Provide LMI data to Econ Dev and Industry
- National Manufacturing Day
- 8th Grade Career Fair
- Job Fairs
- Sector Strategy Mtgs Leads SWB & TX Board for HC and Manufacturing Alliance & ODOC for Manuf.

Targeted

Health Care & Manufacturing

Health Care

GOAL # 1

Identify approaches to increase nursing education capacity to include faculty resources and career mobility

Objective 1: Inventory current nursing programs to determine number of eligible candidates not being accepted into program. Evaluate the reasons for non-acceptance.

Objective 2: Form an ad hoc group of educational and hospital leaders to determine an effective and efficient system to increase clinical capacity

Objective 3: Lobby for Health Care Education

Objective 4: (Define preceptor) Evaluate preceptor needs

GOAL #2

Increase college salaries for instructors to be higher than the industry average

Objective 1: Assess the need to increase academia nursing salaries

GOAL # 3

Identify strategies for recruitment of nursing to fill industry shortages

Objective 1: Ensure that all persons seeking a health care career are made aware of financial assistance to complete the required education, and help remove all road blocks to obtaining required education

Objective 2: Health care agencies provide scholarships, tuition reimbursement, work schedules centered around course requirements

Objective 3: Design and implement early promotion of health care opportunities

Objective 4: Communicate available programs to area High Schools and communities. Remove barriers to communication.

Objective 5: Technology Center Utilization

Manufacturing

Goal: Increase and elevate the workforce in the Manufacturing and Transportation, Distribution and Logistics Industries

Objective 1: Increase the number of workers in these industries

Objective 2: Increase employee retention

Objective 3: Increase support to address social issues

CAREER PATHWAYS

Career Pathways are a coordinated effort with educational entities, and business.

- Heath Care

- Information Technology

- STEM Academies

- 8th Grade Career Discovery Days

- PATHS (Pipeline for Advanced Training in Health Science

- Career Tech has many initiatives throughout the region that are coordinated with system partners

MOU/INFRASTRUCTURE COSTS

McAlester Pilot Project

State and Local Partners (Core and Some Required) at the table

- Identifying Center/Infrastructure Costs as well as Shared Costs (Receptionist and Resource Room Staff)

- Neutral One-Stop Operator as a shared cost

- First Physical Certified "Access for All" One-Stop Oklahoma Works Center
    Goal is to have all affiliate sites certified
    Starting process of evaluating all technology utilized in centers to insure "Access for All"